MARINE CORPS RECRUITING COMMAND

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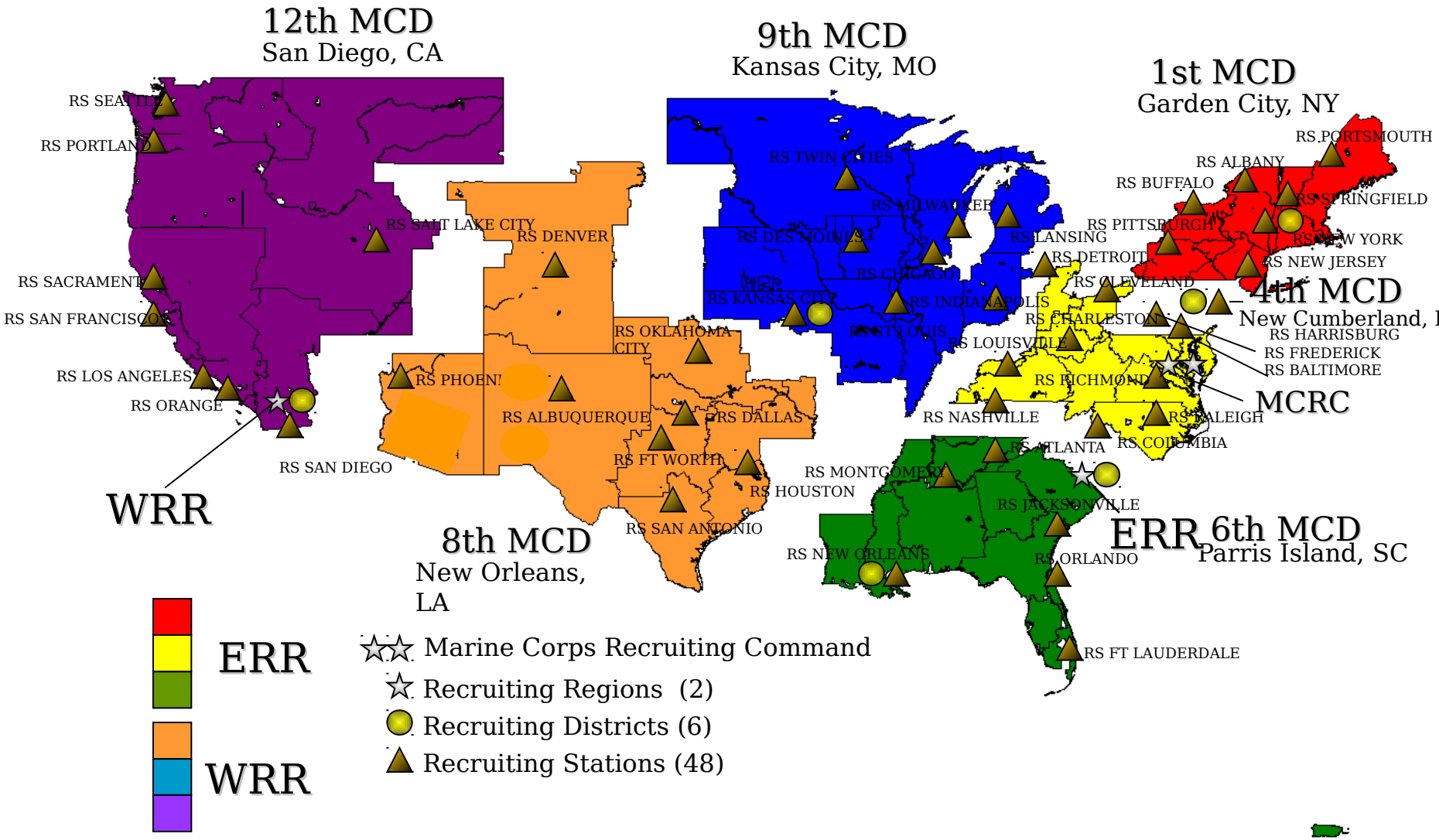
MARINE CORPS RECRUITING COMMAND

STAFFING

- 2 Regions (Eastern and Western Region)
- 6 Districts (1st, 4th, 6th, 8th, 9th, & 12th MCD)
- 8 Recruiting Station Per District
- 48 Recruiting Stations

Marine Corps Recruiting Command
"Area of Operations"



MARINE CORPS RECRUITING COMMAND

STAFFING

- MCRC HQ	1 CRS
- Regions	1 CRS per region
- WRR	1 CRS
- District	1 CP per District
- RS	1 CP per Recruiting Station
- On Hand	3 Career Retention Specialists
	53 Career Planners

MARINE CORPS RECRUITING COMMAND

ASSIGNMENT

- All CPS are assigned that duty as an additional Duty.

- Filled by the Admin Chief or a Admin Clerk at the District and RS levels.

- Usually have no experiences in retention matters.

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CPS/CRS

The CRS/CPS are still responsible to:

- The first and most important, the Marine
- The Commander
- Headquarters Marine Corps (MMEA-6)

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DUTIES

Advise Marines on the following:

- Enlisted Career Force (ECFC's)
- Required PME
- Fitness Report Audit Program
- Performance Evaluation Review Board
- B-billets and Special Duty Assignments
- Selection zones for promotion
- Involuntary separation pay
- Enlisted career counseling service

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MCRC

- Advises the CG/CO on matters pertaining to enlisted retention within the command.

- Conduct a yearly conference to update CPS about retention matters.

- Responsible for training and advising Career Planners on all matters pertaining to enlisted retention.

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MCRC

- Ensure that reenlistment request from this command are submitted per current directives, policies, and orders pertaining to enlisted retention.

- Serve as a liaison/advocate for the command and its enlisted members in dealing with Headquarters Marine Corps (MMEA-6).

MARINE CORPS RECRUITING COMMAND

MCRC

- Conduct retention assist visit to the Districts and the Recruiting Stations.

- Execute FTAP and STAP missions.

- Maintains accurate reenlistment statistics command wide for both the FTAP and STAP missions.

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FTAP & STAP MISSIONS

- The Commanding General, MCRC assigns (FTAP) and (STAP) missions to the region Commanding Generals (ERR & WRR).

- The Commanding Generals, MCRD/ERR and WRR are responsible for accomplishing their assigned missions.

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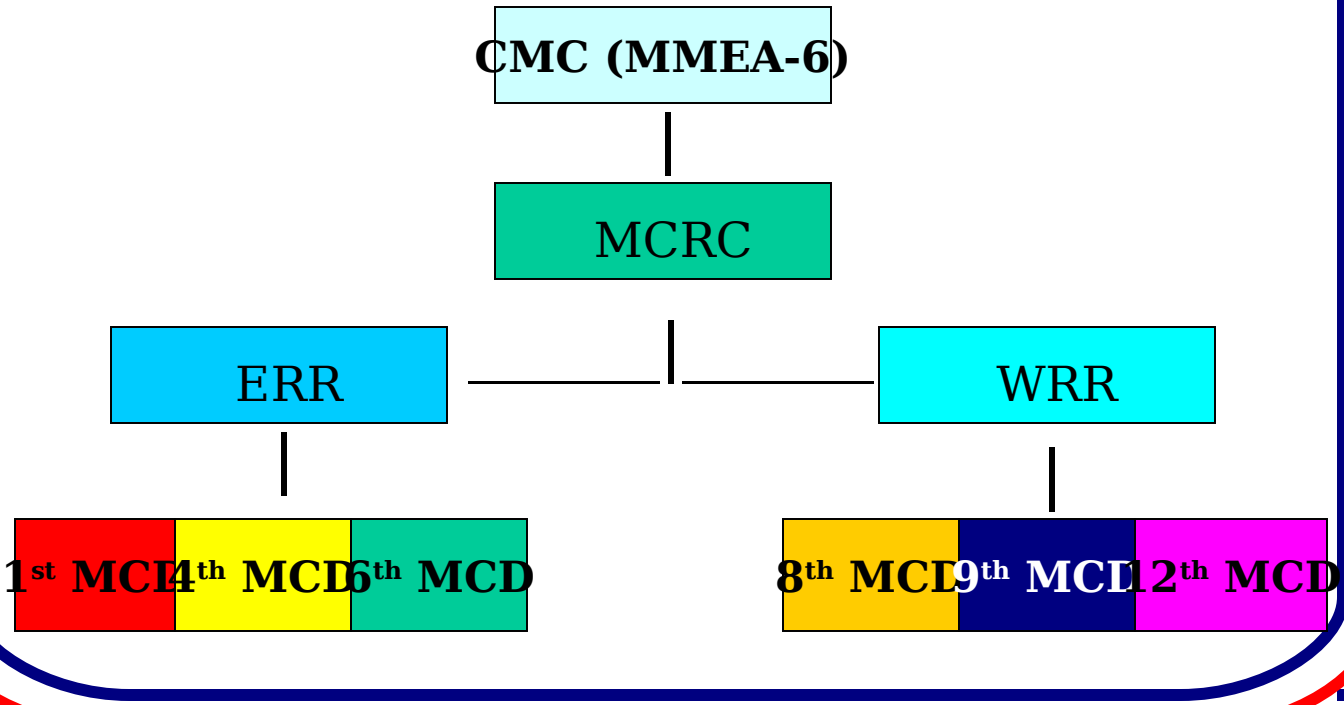
TFRS ROUTING



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TOTAL FORCE RETENTION SYSTEM (TFRS)

- RELMS are submitted to CMC (MMEA-6) via (TFRS).
- RELMS are only submitted at the District Level.
- Each MCD has two TFRS accounts.
- MCRC CRS is designated on all RELM requests.
- Region CRS are designated on all FTAP RELMS requests and all other requests requiring a CG's endorsement.

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AREAS OF CONCERNS

- Mission comes first
- Retention is secondary
- Interviews
- FitRep Gaps
- Relieved for cause or good of the service packages.
- Excessive uses of the 30 day local command authority.
- Recommendations not supported by documentations.
- Involuntary Separation Pay

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AREAS OF CONCERN

- Timely submission of reenlistment requests.
- Late requests for Marines in receipt of PCSO.
- Detaching Marines without sufficient obligated service. (Hawaii & Overseas).
- Mismanagement of TFRS accounts.

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AREAS OF CONCERN

- The STAP mission for MOS 8412.
- MOS 8412 is lateral move feeding MOS.
- EAS population can't support the assigned mission by CMC.
- Although the MOS rates a SRBP, the majority of the 8412s does not rate it due to TIS (Avg 8412 is GySgt with over 13 yrs TIS).

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RECOMMENDATIONS

- Support the Career Planning Standardization initiatives.

- Standardization will be beneficial to MCRC due high turn over.

MARINE CORPS RECRUITING COMMAND

END